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PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:  
Calderaro, et. al.

Serial No.: 09/895,883

Filed: June 29, 2001

Title: System and Method for  
Improved Matrix Management  
of Personnel Planning  
Factors

\$ Group Art Unit: 3623  
\$  
\$ Examiner: Loftis, Johnna  
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\$ Attorney Docket No.  
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\$ IBM Corporation  
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Commissioner for Patents  
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*Leslie A. Van Leeuwen* 1/10/2006  
Leslie A. Van Leeuwen Date

**RESPONSE TO REQUIREMENT FOR REPLACEMENT**  
**DRAWINGS UNDER 37 C.F.R. § 1.85(c)**

Sir:

**A. INTRODUCTORY COMMENTS**

In response to the Notice of Allowability having a mailing date of January 4, 2006, Applicants respectfully submit replacement drawing sheets for Figures 1-20.

No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to Deposit Account No. 09-0447

**Conclusion**

Applicants respectfully request that the Examiner contact the Applicants' attorney listed below if the Examiner believes